



## **Alpha Inclusion and Communication Environmental Policy Statement**

### **Purpose**

The purpose of this environmental policy is to indicate our organisational commitment to addressing environmental issues within Alpha Inclusion and Communication and through the services we deliver. This document outlines what Alpha Inclusion and Communication will do to identify our environmental impact, how we will adapt to reduce our impact, and the responsibilities of team members in this space.

### **Scope**

This policy applies to team members, volunteers and contractors, both full and part time. The policy will be shared with suppliers, potential partners and consultants wherever appropriate to indicate our commitment to environmental action.

### **Action**

Alpha Inclusion and Communication is committed to accelerating a just transition to net zero and reducing the impact on the environment from our operations and service delivery. We will address this through the following areas of work:

#### **Team Member Engagement**

We will promote responsibility for the environment within the organisation, and communicate and implement this policy at all levels of our team.

We will support staff wellbeing by considering how we promote positive, action-led messaging about climate breakdown and provide opportunities for them to change the ways they work for Alpha Inclusion and Communication in line with positive climate behaviours. We will provide space for staff to discuss this issue, including their own concerns and worries about environmental breakdown, through any wider wellbeing programmes in place.

All team members of Alpha Inclusion and Communication will:

- Share its expectation of responsibility for the environment to new team members, board members and service providers.
- Demonstrate clear commitment to the environment and lead by example, to ensure that the protection of the environment is promoted to all employees.
- Support team wellbeing and work to combat hopelessness by committing to driving action in the organisation, and setting a positive example.
- Be familiar with all the environmental requirements relevant to their role and responsibilities, including exploring the carbon footprint/environmental impact of specific areas of work;
- take responsibility for their own impact on the environment while in the workplace, working from home or engaging in peripatetic work, sharing ideas with other staff members on how to reduce personal impact.



The board of directors will:

- Recognises that climate breakdown is a strategic and systemic risk challenging the charity's ability to meet its objectives in the long term;
- Support senior management and the wider staff team in addressing climate breakdown.

## **Operations**

As part of delivering our mission in line with our values and social enterprise objectives, we will assess the environmental impacts of our operations and set objectives and targets annually in order to improve our internal carbon emissions. We will review these targets annually. This work will include:

- Monitoring utilities consumption in office buildings and home working
- Promoting, encouraging and rewarding green travel choices from employees e.g. ensuring outreach sessions are geographically close, setting up local hubs and being conscious of where new staff members are located during recruitment.
- Conscious consideration of the amount of travel necessary for our services to go ahead, encouraging green transportation modes and/or providing remote access to events
- Review our waste and educate employees about effective recycling and reducing use of single use plastic where possible
- Communicate with the communities we work with about climate breakdown and how it is relevant to our mission, vision and values
- Generally increase communications about the climate crisis, to encourage awareness within our networks and the communities we work with
- Comply with all relevant environmental legislation and regulations

## **Governance**

Our board of directors have overall responsibility for Alpha Inclusion and Communication and its strategy. We commit to exploring on an annual basis the impact climate breakdown will have or is having on the communities, people and places we work with. This work should be led by CEO and should include, but is not limited to:

- Discussing at a board meeting per year how our mission, vision and values intersect with climate breakdown. This discussion should include how our beneficiaries will be affected by climate breakdown; where there is opportunity to collaborate and support wider climate action; and how to embed climate actions in our strategy, business planning and organisational goals.
- Providing a short statement in our annual report each year outlining the discussions we have had around climate breakdown and any action we have taken, alongside our aims for the following business year.
- Making time to discuss practical strategic actions at a board meeting per year. This could include but is not limited to:



- Including the climate breakdown on our risk register/s, in terms of the risk it poses to finances, reputation and service delivery, and decide on mitigating actions;
- Reviewing our pension funds and explain to all employees how they can move their pension to an ethical fund if they wish to, in line with our values;
- Considering the risk of climate breakdown to staff retention/recruitment and exploring how we can improve in this space.

### **Suppliers and procurement**

The suppliers of Alpha Inclusion and Communication will:

- Share environmental policies **or** describe planned actions if a formal policy is not in place when entering into any contract or agreement with Alpha Inclusion and Communication.
- Work with us to reduce the impacts of the goods and services purchased from them wherever possible.

We recognise that although we may not be able to reject suppliers based solely on their sustainability credentials that asking questions raises the profile of this issue, and that we may partly influence behaviours through this action alone. Our engagement with suppliers is designed to identify suppliers with values which align with our own, and we will make public our preference to work with organisations who minimise their environmental impact wherever possible.